1964

TOWN OF WAYLAND

REPORT

OF THE

FINANCE COMMITTEE

INCLUDING

WARRANT ARTICLES

FOR ANNUAL TOWN MEETING

1964

With Finance Committee's

RECOMMENDATIONS AND BUDGET

CAGE

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WARRANT FOR ANNUAL TOWN MEETING

COMMONWEALTH OF MASSACHUSETTS

MIDDLESEX, SS.

To any of the Constables of the Town of Wayland, in said County: Greetings:

In the name of the Commonwealth you are required to notify and warn the inhabitants of said Town qualified to vote in Town election to meet at their respective polling places, Precinct 1 in the Junior High School Gymnasium, Precinct 2 in the Cochituate Grammar School, on

MONDAY, MARCH 2, 1964

at 7:00 o'clock in the forenoon, there and then to bring in their ballots for a Moderator, Water Commissioner, Road Commissioner and seven Constables, all for one year;

One Water Commissioner for two years;

One Selectman, Town Collector, one member of the Board of Public Welfare, two members of the School Committee, one Assessor, one Water Commissioner, two Trustees of the Public Library, one Cemetery Commissioner, one member of the Board of Health, one Park Commissioner, one Road Commissioner and one Commissioner of Trust Funds, all for three years;

Two members of the Planning Board, each for five years.

All the foregoing to be voted on the official ballot. The polls will be open at 7 o'clock in the forenoon and will remain open continuously until 8:00 o'clock in the afternoon, when they shall be closed.

And you are required to notify and warn the inhabitants of said Town qualified to vote in Town affairs to meet at the Senior High School Field House on

WEDNESDAY, MARCH 4. 1964

at 7:45 P. M., then and there to act on the following articles:

Article 1. To hear the reports of the Town Officers, Agents and Committees and act thereon.

Article 2. To choose all necessary Town Officers, Agents and Committees not elected by the official ballot.

Article 3. To see if the Town will vote to further amend the Town By-Law establishing the Wage and Salary Classification Plan, as amended, in any of the following respects:

(a) Amend Article II, Section 1, of said Plan by changing any of the salary and wage rates or designations or descriptions of any position classification specified in said section.

(b) Amend Article III, Section 1, by changing the specified number of hours for the regular work week for any positions.

(c) Amend Article V, Section 1, by inserting an additional sentence following the first sentence thereof, as follows:

> "After each of his first two years of service in a job classification (but beginning after the next payroll period), an hourly employee shall be eligible for the step increase shown in the Schedule of Salary and Wage Rates."

(d) Amend Article I, Section 1, to read as follows:

> "There shall be a Personnel Board of five members appointed by the Selectmen, who shall have power to fill vacancies. The term of appointment shall be five years except where the appointment is to fill a vacancy, and then it shall be to fill the unexpired term. No member of the Personnel Board shall be an employee of the Town or hold Town office. Members of the Personnel Board shall serve without compensation."

(e) Amend Article V-C, Section 1, to read as follows:

> "Each permanent employee shall accumulate sick leave at the rate of one day a month. Sick leave is for the protection of employees against loss of pay because of illness and shall not be taken into account in figuring termination pay."

(f) Amend the introductory portion of Article VIII, Section 1, to read as follows:

> "No provision of this Plan shall apply to the official duties of any elected Town officer, to any employee of the School Committee, unless brought under the Plan by the Personnel Board upon request of the School Committee, nor to any of the following work or positions while performed on a part-time basis:"

(g) Amend Article IV by striking out Section 5 thereof reading as follows:

> "SECTION 5. Where an employee is to be hired or transferred to a skilled or semi-skilled hourly rated job on a trial basis, the employing agency may, with the approval of the

Personnel Board, hire him at a rate ten cents an hour below the rate fixed by Article II, for a period not exceeding 120 days."

and substituting therefor the following:

"SECTION 5. Any employee who is promoted to a higher job classification will receive at least one periodic step increase under the classification at the time of promotion."

or take any action relative to any of the foregoing proposed amendments.

This article has been inserted in the Warrant at the request of the Personnel Board to cover its recommendations with respect to change in classifications, adjustment in salary and wage levels, and suggestions to modernize the personnel plan.

Following is the report of the Personnel Board, with its recommendations:

Following the completion of the Town Meeting in 1963, the Wayland Personnel Board began a series of studies to develop standard position descriptions for employees of the Town, and to review compensation rates. These studies were made with the cooperation of a Personnel Management Consultant, whose contract was approved by the Selectmen, the Finance Committee and the Personnel Board.

With the exception of employees in the School Department, every other department in the Town organization structure was contacted. The department heads and/or Commissioners were given an opportunity to make recommendations regarding salaries and working conditions.

Fourteen towns surrounding Wayland, of similar size and tax base, were evaluated with regard to salaries, hourly rates, length of work week, property valuations and tax rates.

These evaluations together with the findings of our Personnel Consultant plus a study of the cost of living increase during the past year served as a basis for the specific recommendations below. These recommendations are based on long and exhaustive studies and the Personnel Board earnestly urges that they be adopted at Town Meeting. They are concurred in by the Board of Selectmen and the Finance Committee.

It is our considered opinion that these adjustments will result in more equitable salaries for the employees of the Town of Wayland.

BASIC COMPENSATION RATES AND CLASSIFICATIONS:

As a basic step in its study, the Personnel Board, with the assistance of the Personnel Consultant, reviewed the present schedule of classified positions and compensation rates with a view to revision which would make the various basic rates more equitable in relation to the duties of the various positions, and prevailing rates for 1963 in other towns. The proposed basic schedule set forth following the Finance Committee Budget

reflects the recommended revision of this schedule. The present schedule is printed opposite the recommended schedule, for purposes of comparison. By way of summary, the proposed changes in the basic schedule involve no change in rates or changes of less than 2% for 23 position classifications, increases ranging from 2% to 4% for 11 classifications, and increases of 4% to 5.4% for 10 classifications. There are no reductions. The total first year cost for these changes is estimated at about $13,000.

The recommended schedule also includes minor changes in classifications and position designations which appear to be desirable.

COST-OF-LIVING INCREASE:

The cost-of-living index for the Wayland area has increased approximately 1.5% during 1963. The Personnel Board recommends that all annual and hourly rates in the proposed basic schedule be increased by 1.5% to reflect this increase in the cost of living. The total first year cost of this increase is estimated at about $8,000.

CHANGES IN NUMBER OF HOURS FOR THE WORK WEEK:

It is recommended by the Fire Chief and the Personnel Board that the work week for firemen be changed to 56 hours, which is in accordance with general practice, and that no other changes be made at this time.

Certain employees have requested that their work week be changed from 44 hours to 40 hours. As to the largest such group, the request was transmitted to the Personnel Board only a week before the time for this report to go to the printer, and accordingly too late for adequate study this year. The entire matter of the prescribed work week for Town employees will be studied by the Personnel Board, with the assistance of the Personnel Consultant, during the coming year.

STEP-RATE INCREASES FOR HOURLY EMPLOYEES:

The change proposed in part (c) of this Town Meeting article is to provide for step-rate increases for hourly employees over a period of two (2) years of service, similar to the general plan of step-rate increases for salaried employees that has been in effect in the past. The Personnel Board recommends its adoption.

OTHER RECOMMENDED CHANGES IN THE PLAN:

The changes proposed in parts (d) and (e) of the article are merely to eliminate language which was necessary to start the Plan in operation when it was adopted in 1954, but no longer serve any purpose. The provisions of these sections as proposed are already in effect in the present plan.

The change proposed in part (f) of the article is merely to eliminate an original reference to Fire Department officers

which is inconsistent with other provisions of the Plan, as it has been previously amended.

The change proposed in part (g) of the article is to eliminate provisions that the Personnel Board considers out of date with current practices and no longer necessary in the Plan. The proposed substitute new section is to clarify the method of increasing an employee's salary or wages upon promotion.

The Finance Committee believes that the Personnel Board and its Consultant have made a thorough study of the compensation situation this year, and concurs in the above recommendations.

Article 4. To grant money for necessary Town purposes.

See Finance Committee Report.

Article 5. To see if the Town will vote to fix the salary and compensation of all elective officers of the Town, as provided by the General Laws (Tercentenary Edition) Chapter 41, Section 108, and set the effective date of such salary and compensation.

The salary and compensation of each elective officer must be established annually by the Town.

The Finance Committee recommends that the salaries for the elective officers be set as indicated in the budget, and that they be effective as of January 1, 1964.

Article 6. To see if the Town will authorize the Treasurer, with the approval of the Board of Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning January 1, 1964, and to issue a note or notes therefor, payable within one year and to renew any note or notes as may be given for a period of less than a year, in accordance with Section 4, Chapter 44, General Laws.

Under this article the Town Treasurer is regularly given proper authority to borrow money during the year in case of need, pending the receipts from collection of taxes in October and November.

The Finance Committee recommends the approval of the article.

Article 7. To see if the Town will vote to authorize the Board of Selectmen to sell, or otherwise dispose of the following:

(1) The Police Department's present two 1963 Chevrolet station wagons, in connection with the purchase of two new station wagons;

(2) The Fire Department's present 1958 Jeep 4-wheel drive truck with winch, in connection with the purchase of a new Fire Department service truck;

(3) The Highway Department's present 1961 Chevrolet ½-ton pick-up truck and present 1959 Wayne street sweeper, in connection with the purchase of a new superintendent's vehicle and a new street sweeper;

(4) The School Department's present 100 instructional typewriters, in connection with the purchase of new typewriters;

or take any action relative thereto.

The sale, trade-in, or disposal of Town property requires a vote of the Town. Funds for the purchase of new equipment are provided for in the budgets of the respective departments.

The Finance Committee recommends the approval of the article.

Article 8. To see if the Town will appropriate sums of money for the Water Department, determine whether the money shall be provided for by appropriation from available funds in the Treasury, by taxation and/or by borrowing; or take any action relative thereto.

This article provides funds for the operation of the Water Department for the calendar year 1964. All of the funds will be provided for from the Water Department Revenue. The itemization of the proposed budget is as follows:

(1)	Water Coupon Notes, Bonds and Registered Notes Maturing in 1964 — Payment of Principal		$11,500.00
(2)	Water Coupon Notes, Bonds and Registered Notes — Payment of Interest		3,341.25
(3)	Water Department — Maintenance:		
	Salaries:		
	Superintendent	$8,018.50	
	Working Foreman	6,090.00	
	Maintenance Man	5,582.50	
	Labor	20,000.00	
	Town Office (2)	8,426.00	48,117.00
	Appropriation		40,000.00
	Equipment — new truck		4,000.00
(4)	Water Main Extensions — Deposit Account		5,000.00
(5)	Water Main Extension — Sherman Bridge Road and well site		17,500.00
(6)	Well site preparation and water mains		12,000.00
			$141,458.25

The Finance Committee recommends the approval of the article.

Article 9. To see if the Town will vote to authorize the appropriation or transfer from available funds of a sum of money for the pur-

chase of a new street sweeper for the use of the Highway Department; or take any action relative thereto.

For several years, the Town has been regularly appropriating and laying aside money for the purchase of heavy equipment for the Highway Department and the Fire Department. Pursuant to the long-term program for heavy equipment replacement, the Highway Department proposes that the street sweeper be replaced at this time, by the purchase of a new sweeper.

The Finance Committee recommends the approval of the article and the transfer from "Highway Department — Heavy Equipment" of $13,000 to make the purchase.

Article 10. To see if the Town will vote to appropriate and assess a sum of money for the reconstruction and improvement of Chapter 90 Roads, said money to be used in conjunction with any money which may be allotted by the State or County, or both, for this purpose, the work to be done under the supervision of the Road Commissioners; or take any action relative thereto.

The Chapter 90 Road program is one in which the County and State join with the Town in the cost of reconstruction of certain roads. The Town puts up $1.00 for each dollar put up by the County and each $2.00 by the State, — thereby receiving $3.00 of assistance for each dollar appropriated.

The Town is currently in the process of relocating and reconstructing Old Connecticut Path between Routes 20 and 27. The road has been rebuilt westerly from Route 20 to Rice Road. Under this article it is proposed that the Town now appropriate the sum of $6700, to be matched by the County and doubly matched by the State. The funds would be used either to continue westward the extension of the reconstruction or preferably, if complete approval of layouts can be obtained from the County and State, the road's intersection with Routes 126 and 27 at so-called "Five Paths Corner" would be reconstructed this year. This is a dangerous corner on which there have been a number of accidents, the rebuilding of which will involve channeling traffic and installing traffic lights.

The Finance Committee recommends the approval of this article.

Article 11. To see if the Town will vote to accept various conveyances, gifts, and devises to the Town; or take any action relative thereto.

This article is regularly inserted in the Warrant to permit the Town to accept various gifts and conveyances which it has received during the past year, or is about to receive. The Town Counsel will make recommendations at the time of the Town Meeting.

The Finance Committee recommends the approval of the article.

Article 12. To see if the Town will vote to require that all articles involving the acquisition of land by the Town, the abandonment of land

by the Town, and the rezoning of land by the Town be accompanied by a plan of the area of land involved, the image of which plan the Moderator shall require to be projected on a screen of sufficient size to accommodate the Town meeting members at Town meeting; or take any action relative thereto.

This article is inserted in the Warrant by a petition of eleven voters. It would require the projection on a screen of a plan of all areas involved in land acquisitions, land abandonments and land rezoning. The Finance Committee feels that any interested voter is entitled to full information on the matters which would be covered by such a projection, but it feels it would be completely impractical to reduce to a useable size all of the various plans which from time to time are involved in acceptance of roads, easements for road construction, easements for drainage, land takings where condemnation is involved, purchase or sale of parcels for various purposes, abandonment of land or rights to land in the Town to individuals, and rezoning of pieces of property or areas.

The Finance Committee feels it is far preferable that such information be available on large-scale plans together with the Town Atlas in the office of the Town Clerk, as is the present general practice. This permits interested individuals, in advance of the meeting, to obtain complete information in much more presentable form than could be handled through the projection on a screen in the Field House at the time of the Town Meeting.

The Finance Committee, therefore, does not recommend the approval of the article.

Article 13. To see if the Town will provide that, beginning in 1965, the Selectmen shall annually appoint any or all of the following:

(1) two or more fence viewers,

(2) one or more field drivers,

(3) one or more measurers of wood and bark,

(4) one or more measurers of lumber,

(5) one or more constables;

or take any action relative thereto.

This article, inserted in the Warrant at the request of the Moderator, seeks to correct a rather antiquated procedure by which, either at Town Meeting assembled or by ballot, the full Town now elects individuals to positions which, in the light of current day developments, might more properly be handled through appointments by the Selectmen. No salaries are involved. The Selectmen already make appointments to positions carrying a far greater degree of work and responsibility. Placing these positions on an appointment basis would, in the first four cases, expedite the Town Meeting, and in the last shorten the ballot and speed up the election returns, through eliminating that portion of the counting which now is one of the most time consuming portions of bringing in the Town election returns.

The Finance Committee recommends the approval of the article.

Article 14. To see if the voters of the Town will vote to amend the Town By-Laws to provide that one (1) Selectman shall be elected from each voting district by the voters of that district, and that a Selectman-at-Large be elected by the voters of all of the voting districts of the Town; or take any other action relative thereto.

This article is inserted in the Warrant by a petition of eleven voters. It seeks to provide that one Selectman should be elected from each voting district and one Selectman-at-Large by the voters of all voting districts.

The election of Selectmen is governed by the statutes and not by the Town By-Laws. The proposal would be inconsistent with the General Laws and, therefore, invalid.

The Finance Committee does not recommend the approval of the article.

Article 15. To see if the Town will vote to accept Section 16A of Chapter 54 of the Massachusetts General Laws.

In a town which accepts this section of the General Laws, the Town Clerk is authorized to make emergency appointments of election officers for the polls if the regular officers should not be able to be present on election day. If appears that the availability of this section is a desirable protection against unforeseen absences of such officers. The Finance Committee recommends approval of the article.

Article 16. To see if the Town will vote to hear a report from the committee set up to investigate the possible purchase and use of voting machines and to increase the number of voting precincts; or take any action relative thereto.

This article contemplates an interim report by the committee set up to look into the matter of voting machines and voting precincts. Because the program would involve a major expenditure, a substantial change in the present precinct set up, and should be undertaken over a period of years, it is felt that the Town should be kept fully advised of the proposed program.

The Finance Committee recommends the approval of the article.

Article 17. To see if the Town will vote to accept as a Public Town Way, the relocation of the roads known as Sherman's Bridge Road and Oxbow Road at and near their intersection, as laid out by the Board of Selectmen and as shown on plans on file with the Town Clerk; to authorize the Board of Selectmen to acquire the necessary land including easements for drainage and slope, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof and for other costs in connection therewith, without any appropriation of money for construction of said roads under the Betterment Act or otherwise; or take any action relative thereto.

This article is inserted in the Warrant to enable the Town to establish the highway boundaries at the junction of Sherman's Bridge Road and Oxbow Road. The highway at this point is an old existing Town road without definitely known boundaries, and the existing travelled way obviously encroaches on some of the abutters land. This is a preliminary step for the future reconstruction of the road and the installation of a water line in connection with the new North Wayland pumping station.

The arrangement provided for under this article would make it possible to clarify the matter both for the Town and the abutters. No cost is involved other than the survey which has been made and a nominal figure for the taking.

The Finance Committee recommends the approval of the article.

Article 18. To see if the Town will vote to accept Chapter 40, Section 61 of the General Laws of Massachusetts and amendments thereto; or take any action relative thereto.

The portion of Dudley Road on the peninsula westerly from Bayfield Road serves 27 dwellings. The road is narrow and in poor condition. It should be resurfaced with a permanent surface to improve access for the residents and for fire protection, and to facilitate plowing of snow. In the normal situation this would be done under the Betterment Act with a new road layout for a full-width road and construction of a full-width surfaced way. However, on this particular piece of road houses are so close to the travelled way, and the ground drops off so sharply from the travelled way on some parts of the road, that it is physically impossible to follow the normal procedure. At the annual Town Meeting in 1962, $4,500 was appropriated to resurface this road, but it can not be expended until the Town accepts this section of the General Laws, which in substance permits the Town to resurface un-accepted roads which have been used for 50 years or more upon petition of all of the abutters.

The Finance Committee recommends the approval of the article.

Article 19. To see if the Town will vote to accept as a Public Town Way, the relocation of a portion of the road known as Cochituate Road, as laid out by the Board of Selectmen and as shown on plans on file with the Town Clerk; to authorize the Board of Selectmen to acquire the necessary land, including easements for drainage and slope, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof and for other costs in connection therewith, and to appropriate and assess or transfer from available funds a sum or sums of money for the construction of such road and for engineering and other costs in connection therewith; or take any other action relative thereto.

An article in substantially the same language as this was approved at the 1963 Annual Town Meeting, but because there was a possibility that the work could be done under Chapter 90, the

taking was not recorded. It is therefore necessary to act on the matter again.

The article, introduced by the Highway Commissioners, looks to the eventual relocation of Cochituate Road from Sandy Burr Country Club northerly about 1800 feet to the brook, its purpose being to eliminate a very dangerous curve on Routes No. 126 and No. 27. The relocating would provide for the moving of the road westerly at the maximum point, about 300 feet, and would involve the taking of land between the new location and the existing road, all in the ownership of the Sandy Burr Country Club. None of the fairways or greens would be affected, since the taking would lie on the easterly side of the foundation of the old house which was torn down about three years ago. There are available to the Town from two separate State Highway bond issues two allocations of $11,888.62 each, under the condition that one portion must be expended prior to December 31, 1964 and the other portion prior to December 31, 1965. While these amounts will not cover the total cost of takings and construction, they will handle a substantial portion of the cost.

The Finance Committee, therefore, recommends the approval of the article.

Article 20. To see if the Town will vote to accept as a Public Town Way and to construct the relocation of the road known as Oxbow Road for a distance of about fifteen hundred feet westerly from Concord Road, or a portion or portions thereof, as laid out by the Board of Selectmen, and as shown on plans on file with the Town Clerk; to authorize the Board of Selectmen to acquire the necessary land, including easements for drainage and slope, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof, the construction of such way, and for other costs in connection therewith; or take any action relative thereto.

This article, as filed, contemplates the reconstruction of Oxbow Road, an existing Town road, for a distance of 1,500 feet westerly from Concord Road. The Town has been undertaking a program of gradually rebuilding existing Town roads and in the normal course of events, in the opinion of the Finance Committee, work on this piece should be included; however, the Town is now facing a rather extensive expenditure in connection with two other pieces of highway which, in the opinion of the Road Commissioners and the Finance Committee, should have priority. The first is for the elimination of the bad curve on Routes 126 and 27 at the Sandy Burr Country Club, covered in a separate article, and the second is the necessity for rebuilding portions of Stonebridge Road which have become very hazardous as the result of very greatly increased traffic. The amount of traffic to be benefited by the Oxbow Road improvement is relatively small as compared with what would be affected by these other two jobs. The Highway Department has assured the Finance Committee that it will make some minor repairs on Oxbow Road, with a view to improving the drainage. The Finance Committee further feels that before any additional

existing Town road programs are undertaken, there should be a complete review and priority list set up.

The Finance Committee, therefore, does not recommend the approval of this article.

Article 21. To see if the Town will vote to accept as a Public Town Way and to construct the road known as White Road for a distance of about seven hundred fifty feet northerly from Boston Post Road, as laid out by the Board of Selectmen, and as shown on plan on file with the Town Clerk; to authorize the Board of Selectmen to acquire the necessary land, including easements for slope and drainage, by purchase, gift, eminent domain or otherwise; to appropriate and assess a sum of money for the acquisition of such land or any portion thereof, the construction of such way, and for other costs in connection therewith, with betterments to be assessed under the Betterment Act; or take any action relative thereto.

This article is inserted in the Warrant by the abutters and seeks the reconstruction, under the Betterment Act, of about 650 feet of White Road, the balance of the road having been developed more recently as a subdivision with the builder constructing the street. The water line has been in place in this piece of road for some years. Last year, funds for a small connecting link were provided for in the Water Department's budget. The road, therefore, is now ready for completion under this proposed article.

The job involves excavation, gravel foundation, installation of drainage pipe, catch basin and manholes plus paving of the surface, so that White Road will be a continuously improved road from Boston Post Road clear through to its end. There are nine lots, eight houses and 659 feet of road. The cost of the work outlined above will come to about $8,300.

The Finance Committee recommends the approval of the article.

Article 22. To see if the Town will vote to authorize the Board of Selectmen to abandon any interest it may have in Dudley Street, containing approximately 9,000 square feet and extending between East Plain Street and Center Street; or take any action relative thereto.

This article contemplates the abandonment of any interest which the Town may have in Dudley Street, a paper street never laid out, developed or accepted, to the abutters. About 8,900 sq. ft. is involved, with 40 feet of frontage on East Plain Street.

The Finance Committee recommends the approval of the article.

Article 23. To see if the Town will vote to authorize the Board of Selectmen to convey a vacant lot of land at No. 60 Hawthorne Road, containing about 3,168 square feet and being part of Lot No. 100 Castle Gate North, as shown on Plate 46B of the Town Atlas, to Joseph J. Santon of No. 3 Chestnut Road, owner of the remaining part of Lot

No. 100 Castle Gate North, and determine a consideration to be paid for such conveyance; or take any action relative thereto.

This article proposes the sale by the Town of a small piece of vacant land, with frontage on Hawthorne Road, approximately 44 x 73 feet containing about 3,168 sq. ft., to the owner of the only abutting land, who owns a lot 70 x 90 feet containing about 5,450 sq. ft., on which he has a residence. It is the only logical piece with which the Town's property should be combined and it is in the interest of the Town that the abutting owner combine this piece with his to make a more appropriately sized lot.

The Finance Committee feels that the owner should pay a reasonable price, subject to an appraisal to be made for the Town. The Finance Committee will make its recommendation as to the price at which the property should be sold, at the time of the meeting.

The Finance Committee recommends the approval of the article.

Article 24. To see if the Town will vote to authorize the Board of Selectmen to sell to the United States Government for the Sudbury Valley Wildlife Refuge any or all of the tracts of land within the Flood Plain Zone, shown as Tracts 200, 200a, 200c, 200d, 200e, and 200f on plans on file with the Town Clerk, such sale to be on condition that the tracts sold be incorporated in the Sudbury National Wildlife Refuge; and will authorize the Board of Selectmen to petition the Massachusetts General Court for authority to make such sale of any such land which may be held by the Town for park purposes; or take any action relative thereto.

The Fish and Wildlife Service of the Department of the Interior is in the process of acquiring all the land within the area of the Sudbury National Wildlife Refuge tract. Their representatives are now negotiating with the private owners of land within the area and have also asked to talk with the Selectmen about the pieces owned by the Town within the area. There are seven such sites. There is every reason why the Town should be completely cooperative in trying to arrange for the Government acquisition of the land. The prices have not been established, but the Selectmen need a directive from the Town.

Some of the sites can be sold in their entirety, since the Town has no long term interest in them except for the purpose for which the Wildlife Refuge was set up. One or two of the sites should be cut down in size, since the Town may have an interest in protecting prospective Town use, and one of the sites, the Town Dump, definitely would be retained for the Town.

The Finance Committee feels that the Selectmen, with the approval of the Town Counsel and after consultation with the School Building Committee, the Water Board and the Finance Committee, should be authorized to make such sales as seem desirable, in their opinion.

The Finance Committee recommends the approval of the article.

Article 25. To determine whether or not the Wayland Redevelopment Authority should be dissolved, in accordance with the provisions of Section 26K and Section 26QQ of Chapter 121 of the General Laws of the Commonwealth of Massachusetts.

This article has been inserted in the Warrant by the Selectmen at the request of the Wayland Redevelopment Authority. The decision to request dissolution was based on the results of a survey conducted among the residents of the area which was being studied by the Authority.

The Finance Committee recommends the approval of the article.

Article 26. To see if the Town will vote to authorize the Board of Selectmen, with the approval of the Town Counsel, to purchase, take by eminent domain, gift or otherwise, on behalf of the Town of Wayland, a certain parcel of land having an area of 1.3 acres, known as the Eagan property, located on Boston Post Road East and as shown on "Plan of Land in Wayland, Mass. On Boston Post Road, Owned by Marie K. Eagan, Adminux. (William H. Eagan) dated October 24, 1963 by Everett M. Brooks Co., Civil Engineers"; and will raise and appropriate, or transfer from available funds a sum of money therefor; or take any action relative thereto.

The property referred to in this article is the Eagan property, with an area of about 1.3 acres, located on the Northerly side of Boston Post Road adjoining the Town land on which the Town Building is located. The house on this parcel is in poor condition. Because the house is so close to the road and because of the low land surrounding it, it is unlikely that it would ever be improved so as to be an asset to the Town. The present owners plan to sell the property, and there is the danger that it might get into hands such that tenants from out of town would become charges of our Welfare Department, as has happened in some similar situations in the past. This parcel is bounded on the North and West by land already owned by the Town, and it would be a desirable acquisition looking to completion of Town ownership of the area between the Boston Post Road and Millbrook Road in this area, on both sides of the brook.

The Finance Committee therefore recommends approval of the article, and the appropriation of $8,000 for the acquisition.

Article 27. To see if the Town will vote to authorize the Board of Selectmen to purchase, take by eminent domain, gift or otherwise, all or any of the following parcels of land with buildings thereon, as shown on the respectively numbered Plates of the Town Atlas:

1. Plate 42D — #88 Lake Shore Drive — Part of Lot 130 — Raymond Miller — 2,100 sq. ft.;
2. Plate 42D — #98 Lake Shore Drive — Lot 124 — Americo P. and Mary Carmosino — 13,750 sq. ft.;
3. Plate 46B — #120 Lake Shore Drive — Part of Lot 94 — Amos E. and Dorothy C. Kent — 3,175 sq. ft.;

4. Plate 46B — #122 Lake Shore Drive — Part of Lot 93 — John B. and Mary J. Ehlen — 1,500 sq. ft.;
5. Plate 46B — #124 Lake Shore Drive — Parts of Lots 91 and 92 — Henry K. and Gertrude Ramette — 2,900 sq. ft.;
6. Plate 46B — #72 Hawthorne Road — Part of Lot 89 — Joseph T. Tansey — 2,600 sq. ft.;
7. Plate 46D — Parts of Lots 57 and 58 Lake Shore Drive — Herbert W. and Mary F. Hurley — 13,272 sq. ft.;

and to raise and appropriate or transfer a sum of money therefor; or take any action relative thereto.

The parcels referred to in this article are small lots, substantially below present minimum zoning requirements, and are unoccupied, except in some instances in the summer. These parcels are so related to future need for street widenings or to other Town owned land that it is in the interest of the Town to acquire the properties. In view of the size of the lots and the nature and condition of the dwellings, they are not likely to be improved or replaced so as to be an asset to the Town, and there is danger that tenants from out of town to whom the property might be rented would become charges of our Welfare Department.

The Town is in the process of obtaining appraisals, on each of the respective pieces, and a more detailed story on each piece will be available at the time of the meeting.

The Finance Committee recommends the approval of the article.

Article 28. To see if the Town will vote to authorize the Conservation Commission to expend a sum of money from the Conservation Fund under Clause 51 of Section 5 of Chapter 40 of the Massachusetts General Laws for the purchase of a parcel of land having an area of about 10 acres now or formerly owned by Rosalthe W. Picard at the intersection of Main Street and Mathews Drive in Cochituate; or take any action relative thereto.

At the 1963 Annual Town Meeting the Town voted to authorize purchase of a parcel of 11.2 acres of land, with a small dwelling thereon, which included the land referred to in this Article. Because the Conservation Commission was unable to reach agreement with the owners on certain legal aspects of the transaction, the purchase then authorized was not consummated. The Conservation Commission now proposes to purchase a 10.07 acre portion of this tract, which does not include the dwelling, at a price of $5,000, and has a formal option for this purchase contingent upon the owners' obtaining a variance from the Board of Appeals to permit separating the dwelling tract from the parcel to be purchased.

The parcel proposed for purchase has frontage of about 238 feet on Main Street and 490 feet on Mathews Drive, with a right-of-way to Bent Avenue. The greater part of its area consists of swampland, but there is also some usable land along Mathews Drive and some wooded highland. The only brook flowing into Dudley Pond rises in the lowland included in this tract. Town acquisition

of this tract to be retained as an open area, has been recommended in past Planning Board studies.

This land is in an area zoned for 20,000 foot lots. The present owners have offered the frontage on Mathews Drive and Main Street for sale for subdivision and building.

On land purchases from the Town's Conservation Fund, reimbursement for part of the purchase price is available for state-approved projects. On the basis of informal communications with the State authorities, the Conservation Commission expects approval of state reimbursement of $2,500 for this project, and it believes that there is also reasonably good possibility of securing some additional reimbursement from Federal funds. At the time of the Town Meeting, it is expected that final action will have been taken on the application for State reimbursement. If $2,500 State reimbursement is approved, the net cost to the Town will be not more than $2,500 and this may be further reduced by Federal reimbursement.

If State reimbursement is available, the Finance Committee believes that it will be in the best interests of the Town to acquire this tract on the proposed basis, and accordingly recommends approval of this article with the expenditure of $5,000 from the Conservation Fund.

Article 29. To see if the Town will vote to authorize the Board of Selectmen to purchase, take by eminent domain, gift or otherwise, all or any part of the parcel of land at the intersection of Loker Street and Alden Road, having a total area of about 139,000 sq. ft. and shown on Plate 48 of the Town Atlas as land now or formerly of Mary Kelley, lots 12, 13 and 14; and to appropriate and assess a sum of money therefor; or take any action relative thereto.

This article was inserted in the Warrant to provide for the acquisition of vacant land abutting the Loker Street School, consisting of three lots located westerly of and contiguous to the School site. The School addition, just completed, comes within 10 feet of the lot line, with full highth windows exposed to the lots at this point. In view of the very substantial investment in the school building, it seems to the Finance Committee that additional protection should be immediately obtained, by acquiring the vacant land before the land is built upon. From preliminary discussions, it develops that the owners are probably expecting a full house lot price for each of the lots and under the circumstances, the Finance Committee feels that although it would be preferable for the Town to acquire the entire area, it should, in any case, acquire Lot 12 Alden Road Extension.

At the time of writing this report, the price has not been established, but the Town Counsel will make a full report at the time of the Annual Meeting.

The Finance Committee recommends the approval of the article.

Article 30. To see if the Town will vote to accept as Public Town Ways the following roads:

Anthony Road	station 0+0 to station 13+0 The End
Carpenter Road	station 0+0 to station 6+85.77
Caulfield Road	station 0+0 to end
Charena Road	station 0+0 to station 7+50
Brooks Road	station 0+0 to station 13+0
Clarence Road	station 0+0 to end
Jeffrey Road	station 0+0 to end
Kelsey Road	station 0+0 to end
Loblolly Lane	station 0+0 to end
Sweet Grass Lane	station 0+0 to end
Sears Road	station 42+50 to end

or any of them, or portions thereof, as laid out by the Board of Selectmen and as shown on plans on file with the Town Clerk, and to authorize the Board of Selectmen to acquire any necessary land or interest therein, including easements for drainage and slope, by purchase, gift, eminent domain, or otherwise, and to raise and appropriate a sum of money for the acquisition of such land, but without any appropriation of money for further construction of such roads under the Betterment Act, or otherwise; or take any action relative thereto.

This article is inserted in the Warrant by the Planning Board, looking to acceptance by the Town as Public Town Ways of a series of roads in various developments. The work on all of the roads has been completed. The bonds posted by the developers have been released and the Planning Board has the necessary approvals from all boards having an interest in the completion of the roads. No expenditure of Town funds, other than nominal, is involved.

The Finance Committee recommends the approval of the article.

Article 31. To see if the Town will vote to accept as a Public Town Way, the relocation of the road known as Rice Road, or a portion or portions thereof, as laid out by the Board of Selectmen, and as shown on a plan on file with the Town Clerk entitled "Complete Layout Plan and Profile Showing Relocation Of Rice Road In Wayland, Mass.," dated December 28, 1962 by MacCarthy Engineering Service Inc., Natick, Mass.; to authorize the Board of Selectmen to acquire easements for the necessary land, including easements for drainage and slope, by purchase, gift, eminent domain, or otherwise; and to raise and appropriate a sum of money for the acquisition of such land or any portions thereof; without any appropriation of money for construction of said road under the Betterment Act or otherwise; or take any action relative thereto.

This article is inserted in the Warrant by the Planning Board, following an engineering survey which the Board has had made of Rice Road from Commonwealth Avenue to Old Connecticut Path, in line with its program by which the Board is establishing the sideline of old existing Town roads, the boundaries of which are indeterminate. The Board has been attempting to establish the road

lines in advance of the development of the abutting land, and to thereby minimize any future cost to the Town which might be involved in takings resulting from widenings or relocation. The Selectmen will have held a hearing with all interested abutters prior to the Town Meeting.

The Finance Committee recommends the approval of the article.

Article 32. To see whether the Town will vote to authorize the use for cemetery purposes of the parcel of land purchased by the Town from John C. Bryant and Lorraine L. Bryant, pursuant to Article 16 of the 1963 Annual Town Meeting.

This article seeks final Town approval for the use of the land purchased at the 1963 Annual Meeting from the Bryants for Cemetery purposes. The statutes of the Commonwealth provide that there must be explicit approval for use of any land by a cemetery, whether Town owned or private.

The Finance Committee recommends the approval of the article.

Article 33. To see whether the Town will vote to authorize the Board of Selectmen to petition the Massachusetts General Court for authority to transfer a portion of the Cochituate Beach premises, as described on "Plan of Land in Wayland, Mass. Off Commonwealth Road Showing Proposed Transfer of Town Land from Park Department to Cemetery Department dated November 20, 1963, Everett M. Brooks Co., Civil Engineers," containing about 51,802 sq. ft., from the jurisdiction of the Park Board to the jurisdiction of the Cemetery Commissioners for cemetery use; or take any action relative thereto.

Park property may be transferred for other uses only through legislative approval. This article seeks the transfer of 51,802 sq. ft. at the southerly end of the piece of property acquired by the Town some years ago from Lupien. The area involved lies beyond anything which the Park Department is apt to use in connection with the operation of Cochituate Beach, and its transfer to the Cemetery Commissioners would substantially enlarge Lakeview Cemetery. The authorization requested would be a preliminary step to the future use by the Cemetery Commissioners.

The Finance Committee recommends the approval of the article.

Article 34. To see if the Town will vote to raise and appropriate a sum of money for preparation of plans and specifications and for the construction of an addition to the Happy Hollow Grade School, and for originally equipping and furnishing said addition; to determine whether the money shall be provided for by appropriation from available funds, by taxation and/or by borrowing; or take any action relative thereto.

Under Article 16 of the Special Town Meeting in December 1963, funds were voted to prepare plans and specifications for the construction of an addition to the Happy Hollow Grade School, to

be ready for occupancy in December of 1965. At that time it was indicated that at the Annual Meeting in March of '64, an appropriation would be requested for the constructing and equipping of the addition so that the work could be begun in the summer or fall of '64. The entire job, including plans, is estimated to cost about $290,000, but until bids have actually been received, the exact amount will not be known.

Over the years, the School Building Committee has regularly turned back to the Town any balances which have been left, and the Finance Committee, therefore, feels that an appropriation adequate to care for contingencies should be voted at this time. It, therefore, feels that $25,000 having been voted in December, the Town should now appropriate $100,000 from the "Stabilization Fund," appropriate $150,000 from "Excess and Deficiency" and authorize borrowing up to $25,000 for a period of less than one year. This would provide a flexible arrangement which would cost the Town a minimum and provide for a maximum return from the State.

The Finance Committee, therefore, recommends the approval of the article and the appropriations and transfers as suggested above.

Article 35. To see if the Town will vote to re-zone the land on both sides of State Road East and State Road West to a depth of three hundred (300) feet on each side from the Weston-Wayland town line to the Sudbury-Wayland town line, from Single Family Residence and in part Roadside Business, Business B and Limited Commercial to Business A; or take any action relative thereto.

A very similar article was inserted in the Warrant for the 1963 Annual Meeting. It covered State Road East, only. The article this year, signed by 16 petitioners, seeks a change in the zoning on both sides of the Boston Post Road from the Weston-Wayland line to the Sudbury-Wayland line. The land involved now falls in a number of different zones, but the additional frontage of buildable land included in this year's article is already zoned for Business A use or Limited Commercial use. This article seeks, therefore, to convert primarily the present residential section to Business A.

A public hearing will be held on the matter prior to the time of the Annual Meeting, and the Planning Board will give a full report to the Town on the proposal.

Article 36. To see if the Town will vote to amend the Zoning By-Laws by deleting Section V, Sub-Section (g) and inserting in place thereof the following:

"(g) Sanitariums or Hospitals, not for the insane or feebleminded, or Nursing Homes for the care of the sick or aged, or Funeral Homes, provided a special permit is granted by the Board of Appeals in accordance with procedure provided in Sub-Section (r) and only under such conditions as the Board of Appeals may impose, and provided that no building be within thirty (30) feet of any lot line."

or take any action relative thereto.

This article seeks to effect a change in the zoning By-Laws, by which Funeral Homes, where special permits are granted by the Board of Appeals, would be permitted to be operated within single residence districts.

The Planning Board will make its recommendation with respect to this proposed change at the Town Meeting.

Article 37. To see if the Town will vote to amend the Town Zoning By-Laws by deleting Sub-Section (b) of Section V and inserting thereof the following:

"The Office or studio of a physician, surgeon, dentist, architect, teacher, artist, musician, engineer, lawyer, or member of any other recognized profession, or real estate broker, or insurance agent, residing on the premises, provided that site plan approval under Section XA is obtained and that not more than three persons are regularly engaged in the activity, and provided there is no display of advertising except for a small professional name-plate";

or take any action relative thereto.

This Sub-Section of the By-Laws specifies certain uses permitted in Residence Districts. It now reads as follows:

"(b) The office of a doctor, dentist, or other member of a recognized profession, teacher, or musician or real estate or insurance agent residing on the premises, provided there is no display of advertising except for a small professional name plate."

The substance of the proposed changes is to clarify, and somewhat modify, the specified list of permitted activities; to limit the permitted activities to those in which not more than three persons are regularly engaged; and to require site plan approval by the Board of Appeals in connection with such activities.

The Planning Board will make its recommendation with respect to this proposed change at the Town Meeting.

Article 38. To see whether the Town will vote to amend Sub-Section (a) of Section XA of the Zoning By-Laws by inserting the words "Single Residence," after the phrase "In a" at the beginning of the first sentence thereof; or take any action relative thereto.

The effect of this proposed change would be to extend to residence districts the present requirement for site plan approval for construction and changes on business or commercial buildings, and business or commercial uses.

The Planning Board will make its recommendation with respect to this proposed change at the Town Meeting.

Article 39. To see if the Town will vote to amend the Town By-Laws by adding a provision to require all dogs located within the

Town of Wayland to be confined and/or on a leash, and not permitted to roam during the period from March 1 to November 1 of each and every year; or take any action relative thereto.

This article seeks to restrict dogs for an extended period during every year, which could be effectively carried out only at substantial cost to the Town.

The Finance Committee feels there is no pressing need and, therefore, does not recommend the approval of the article.

Article 40. To see if the Town will vote to amend its traffic rules and regulations to include a provision to the effect that all bicycle traffic within the Town at all times shall be limited to the right hand side of the road; or take any action relative thereto.

This article seeks to effect a more orderly use of the highway by users of bicycles and is inserted in the interest of highway safety.

The Finance Committee recommends the approval of the article.

Article 41. To see if the Town will vote to amend Section 17 of its Building Code by deleting the present section and inserting in place thereof the following:

> "**Section 17** — Every floor resting directly on the ground below curb level shall be constructed of portland cement concrete, not less than three inches thick laid on **not** less than four inches of sand or gravel, or constructed in some other approved manner to guard against dampness from below such floor."

or take any action relative thereto.

This article is inserted in the Warrant at the request of the Building Inspector to correct Section 17 of the Building Code, by inserting the word "not" after the word "on" in the third sentence of the present section. It is merely to make a technical correction.

The Finance Committee recommends the approval of the article.

Article 42. To see what sum, if any, the Town will vote to transfer from available funds to meet any of the appropriations made under the foregoing articles.

The Finance Committee will make its recommendations with respect to this article at the time of the Annual Meeting.

And you are required to serve this Warrant by posting copies thereof, attested by you, at the Town Office Building, at the Cochituate Town Building, and at each Post Office in the Town, seven days, at least, before the time of holding said election.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk on or before March 2, 1964.

Given under our hands and seal this 27th day of January, in the year of our Lord one thousand nine hundred and sixty-four.

THOMAS F. LINNEHAN,
GEORGE K. LEWIS,
FRANK S. TARR,
Selectmen of the Town of Wayland.

ROGER E. ELA,
FRANCIS A. FISHER,
WILLIAM A. LOKER,
ROBERT M. MORGAN,
HENRY J. MULLER,
CHARLES R. THOMAS,
JAMES D. WELLS,
Finance Committee.

REPORT OF THE FINANCE COMMITTEE

The Budget for the year 1964 as prepared and recommended to the Town by the Finance Committee comes to $3,278,000 — $228,000 more than last year, and the Articles total $39,210 off $13,730. The Finance Committee reported last year that the rate of increase in expenditure was definitely slowing down and it still feels that this is the case, even though the increase this year is $228,000, as against $175,000 last year. The School Budget for '64 stands at $1,916,000, as against $1,720,000 for '63. It is, therefore, obvious that the bulk of all the increase, — $196,000 out of $228,000, is attributable directly to the schools. The following table shows (1) the recommended Total Budget (including schools), (2) the School Budget, (3) the total recommended in Articles, and in each case the increase or decrease over the previous year:

	TOTAL BUDGET (including Schools)	
		Increase
1964	$3,278,000	$228,000
1963	3,050,000	175,000
1962	2,875,000	290,000
1961	2,585,000	350,000
1960	2,235,000	360,000
	SCHOOL BUDGET	
1964	$1,916,000	$196,000
1963	1,720,000	149,000
1962	1,571,000	196,000
1961	1,375,000	238,000
1960	1,141,000	216,000
	ARTICLES	
1964	$39,210	$13,730 decrease
1963	52,940	24,700
1962	28,250	6,800 decrease
1961	35,050	78,000 decrease
1960	113,000	85,000

As pointed out last year, these figures deal only with the amounts recommended at the time of the Annual Meeting and do not take into account amendments made at the meeting, appropriations made at special meetings, borrowings or transfers from various funds. The Finance Committee feels that the school construction program is definitely well in hand and that the rate of growth in the school expenditures should be subsiding in the years immediately ahead.

The recommended increase in the Personnel and the Fire Department is in line with the report of the Committee on Town Government and is adhering strictly to the schedule originally laid out. The marked reduction in the Welfare Department's expenditures which showed progressively in a major way in 1963 continues over into '64. The program of condemnation and removal of dilapidated unsafe and unfit buildings has been one of the primary factors in reducing the case load and, therefore, the expenditures of the department.

The Finance Committee makes the following recommendations in connection with the appropriations provided for directly or indirectly in the budget. Many of the recommendations are routine, but they are deemed necessary by the Committee for the proper management of the Town and the handling of the Town's finances:

All employees in the Town Office Building, other than elected officials and those of the Police and Fire Departments, come under the supervision of the Executive Secretary and that he be charged with the operation of both Town Office Buildings and their equipment;

The operation of the dumps be under the supervision of the Highway Department;

The money from Dog Taxes be allocated in its entirety to the Library;

The Senior Public Health Nurse, Public Health Nurses No. II, and Nursing Assistants be under the supervision of the Board of Health;

The funds provided for under Fire Department, Call Men — Night Duty, be used only under the following condition: $500.00 annually to Call Men who serve on the night shift, 6:00 P. M. to 7:00 A. M. fifty nights a year. This is done with a view to maintaining the number of men in the Call Department;

The appropriation under Highway Department for "Heavy Equipment — Special Account" and Fire Department for "Purchase — Major Equipment," be maintained as funds against future purchases and not be expended without further direct vote of the Town;

The Town Collector continue to act as Collector for the Water Department, that he be directed to charge fees for demands on overdue water bills and that the sums so collected be credited by the Collector to the Water Department, and that all fees and penalties be turned over to the Town as Town Income;

The appropriation for "Hydrant Rental" of $10,000 for the Water Department granted in the budget, be transferred to "Water Available Surplus";

In addition to the sum of $1,500 included in the budget to meet the Town's share of "Chapter 90 — Maintenance" and $6,700 to meet the Town's share of "Chapter 90 — New Construction," the sum of $3,000 for "Chapter 90 — Maintenance" and $20,100 for "Chapter 90 — New Construction" be transferred from "Unappropriated Available Funds" in the Treasury to meet the County's and State's share of the cost of the work, the reimbursement from the County and State to be restored upon their receipt to "Unappropriated Available Funds" in the Treasury;

The office of Town Clerk be retained on a salary basis and that all fees from whatever source derived be turned over to the Town as Town Income;

The balance of $4,883.94 remaining in the Chapter 718, Acts of 1956 Account be used in the year 1964 by the Highway Department for the final surfacing of Loker Street from Commonwealth Road East to Alden Road;

All fees, wages or payments made to the Tree Warden, from whatever source, be turned over to the Town as Town Income, effective July 1, 1964;

The Assessor's Valuation Book to be printed in 1964 be made available, one to a tax payer, upon his request and calling for it at the Town Office Building.

The Finance Committee wishes to report to the Town on the expenditures which it has approved from the "Reserve Account" during the year 1963. These were distributed through 29 accounts, with those in excess of $1,000 being as follows: (1) Selectmen's Expense — $1,500 (due largely to expenditures for Civilian Defense), (2) Preliminary Town Betterments — $1,700, (3) Highway, Snow Removal — $7,011.24, (4) Highway, Street Lighting — $1,080, (5) Insurance, 32-B — $1,200. The total transfers amounted to $19,150.28.

The Finance Committee wishes to take this occasion to thank the Boards and Superintendents of the various departments, with whom its relations have been unusually and entirely satisfactory during the past year. They have been completely cooperative in furnishing figures and data in connection with the preparation of the Finance Committee's recommendations for the '64 budget.

The Committee would like particularly to thank the Executive Secretary for his faithful attendance at its meetings and steady assistance to the Committee.

Respectfully submitted,

ROGER E. ELA,
FRANCIS A. FISHER,
WILLIAM A. LOKER,
ROBERT M. MORGAN,
HENRY J. MULLER,
CHARLES R. THOMAS,
JAMES D. WELLS,
Finance Committee.

FINANCE COMMITTEE BUDGET FOR 1964

	1963 Appropriated	*1963 Expended*	*1964 Recommended*	*Item No.*
GENERAL GOVERNMENT				
SELECTMEN				
Salaries:				
Chairman	$175.00	$175.00	$175.00	1
Clerk	175.00	175.00	175.00	2
3rd Member	175.00	175.00	175.00	3
Expense	500.00			
From "Reserve"	1,500.00	1,996.38	500.00	4
Property Removal	1,500.00	290.50	1,500.00	5
TOWN OFFICES				
Salaries	54,143.04		57,546.82	6
From "Water Available Surplus"	8,087.47	59,666.35	Art. 8	
Expense	7,600.00	7,443.70	8,000.00	7
Equipment	675.00	510.10	675.00	8
Accounting Machine	9,000.00	8,921.96		
Electricity	2,950.00			
From "Reserve"	40.10	2,990.10	3,000.00	9
Telephone	4,570.00			
From "Reserve"	256.58	4,826.58	5,000.00	10
Departmental Gasoline	3,800.00			
From "Reserve"	322.60	4,122.60	4,200.00	11
TOWN BUILDING — WAYLAND				
Maintenance	10,300.00	10,243.92	9,850.00	12
Lockers			320.00	13
Automatic Sprinkler				
From "1962"	214.22	214.22		
Parking Lot — Hot Top and Curbing	4,600.00	5,459.97		
From "Reserve"	859.97			
Communication Antenna Pole			1,650.00	14

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Town Building — Cochituate				
Maintenance	4,000.00			
From "Reserve"	69.13	3,986.32	4,775.00	15
Air Conditioning — Library and Welfare	1,450.00	1,150.20		
Paint Trim	1,000.00	1,000.00		
Sprinkler System			2,000.00	16
Treasurer				
Salary	6,500.00	6,500.00	6,500.00	17
Expense	200.00	191.93	200.00	18
Tax Title Expense	1,000.00	485.20	1,000.00	19
Collector				
Salary	7,000.00	7,000.00	7,000.00	20
Expense	200.00	152.98	200.00	20a
Assessors				
Salaries:				
Chairman	1,200.00	1,200.00	1,200.00	21
2nd Man	1,000.00	591.64	1,000.00	22
3rd Man	900.00	900.00	900.00	23
Expense	1,000.00	798.33	1,000.00	24
Assessors' Maps				
Atlas and Maps	4,000.00	4,000.00	4,000.00	25
Printing Maps and Covers	600.00	600.00	600.00	26
Zoning Imprint			1,500.00	27
Professional Services	1,500.00	475.00	1,000.00	28
Valuation List — Books			1,200.00	29
Finance Committee				
Expense	50.00	50.00	50.00	30

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Salary and Wage Co-ordinating Committee				
Reclassification and Adjustment Fund	1,000.00		1,000.00	31
Expense	50.00	35.00	50.00	32
Wage and Salary Consultant	1,500.00	1,500.00	2,800.00	33
Town Counsel				
Retainer	2,500.00	2,500.00	2,500.00	34
Disbursements and Claims	12,000.00	9,157.02	12,000.00	35
Engineering and Plans	500.00	470.00	500.00	36
Registrars				
Salaries:				
Registration	200.00	200.00	200.00	37
Listing	1,000.00	721.70	1,000.00	38
Transportation	150.00	49.66	150.00	39
Town Clerk				
Salary	2,700.00	2,700.00	2,700.00	40
Expense	600.00	226.21	600.00	41
Elections				
Officers: Salaries	1,300.00			
From "Reserve"	210.00	1,484.00	3,038.50	42
Expense	150.00			
From "Reserve"	526.25	676.25	600.00	43
New Ballot Boxes			350.00	43a
Planning Board				
Clerical Expense	400.00	400.00	400.00	44
Expense	500.00	113.92	500.00	45
Engineering — Existing Town Roads	3,000.00			
From "1962"	670.00	3,518.51	3,000.00	46

	1963 Appropriated	1963 Expended	1964 Recommended	Item
Street Numbering System	100.00	100.00	100.00	47
Professional Services	1,000.00		1,000.00	48
Master Map — Maintenance	1,000.00	537.80	1,000.00	49
Drainage Maps	150.00			
From "1962"	300.00		300.00	50
Town Street Maps	200.00			
From "1962"	100.00	50.50	100.00	51
Soil Survey			1,400.00	52
CONSERVATION COMMISSION				
Expense	500.00	157.50	500.00	53
Conservation Fund (G. L. Chap. 40, Sec. 5, Clause 51)	12,000.00		12,000.00	54

PROTECTION

POLICE DEPARTMENT				
Salaries:				
Chief	$7,903.23	$7,903.23	$8,222.00	1
Sergeants (2 new in '63 2 in '64)				
From "Patrolmen"	7,113.19			
From "E. & D."	538.65			
From "Reserve"	136.34	7,788.18	12,437.92	2
Patrolmen (13 in '63 11 in '64)	70,971.80	70,947.99	66,930.82	3
Policewomen (3)	3,515.10	3,515.10	3,567.90	4
Other Police	5,500.00	5,485.95	5,500.00	5
Expense	3,500.00	3,407.59	3,500.00	6
Uniform Expense	1,225.00	1,091.93	1,740.00	7
Police Cars — Purchase (2)	3,500.00	3,480.68	3,500.00	8
Police Cars — Operating Expense	2,200.00	1,885.58	2,200.00	9

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Signs and Traffic Lines	3,500.00			
From "Reserve"	549.78	4,049.78	4,500.00	10
Special Services	575.00	575.00	575.00	11
Fire Department				
Salaries:				
Chief	7,903.23	7,903.23	8,222.00	12
Regular Men (10 in '63 13 in '64)	51,842.54	51,568.19	71,394.16	13
Call Men — Hourly	7,950.00			
From "Special Meeting"	3,200.00	10,948.39	9,135.00	14
Call Men — Night Duty	13,350.00	13,350.00	7,720.00	15
Expense	2,500.00	2,494.88	2,500.00	16
New Equipment				
Hose	1,000.00	979.77	1,300.00	17
Miscellaneous	1,600.00	1,596.17	1,795.00	18
Chief's Car	2,300.00	2,289.59		
Maintenance and Utility Truck			2,800.00	19
Alarm System				
Maintenance	750.00	746.09	750.00	20
Extensions	720.00	719.32	1,000.00	21
Inter-station Cable	1,500.00			
From "1962"	1,500.00		2,000.00	22
Uniform Expense	1,275.00	1,273.09	1,500.00	23
Purchase — Major Equipment Fund	6,000.00			
From "1962"	12,019.00	18,000.00	6,500.00	24
Pumper — New 750 Gal. From "Major Equipment Fund"	18,000.00	17,936.79		
Out of State Travel From "Reserve"	225.22	225.22	300.00	25
Building and Wire Inspection				
Salaries:				
Inspector	6,264.50	6,264.50	6,699.00	26
Substitute	400.00	400.00	400.00	27

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Expense	800.00	753.70	740.00	28
Out of State Travel			60.00	29
Plumbing and Gas Inspection				
Salary	2,000.00	2,000.00	4,000.00	30
Expense	600.00	504.45	800.00	31
Zoning Board of Appeals				
Expense	350.00	15.00	200.00	32
Sealer of Weights and Measures				
Salary	225.00	225.00	250.00	33
Expense	40.00	4.75	50.00	34

HEALTH

Board of Health				
Salaries:				
Chairman	$50.00	$50.00	$50.00	1
Clerk	50.00	50.00	50.00	2
3rd Member	50.00	50.00	50.00	3
Agent	1,825.00	1,825.00	2,432.95	4
Clerical — part time			1,500.00	5
Sanitary Engineer	3,120.00	3,120.00	3,840.00	6
Health Appropriation	4,435.00			
From "Reserve"	108.60	4,543.60	4,500.00	7
Property Removal Expense	500.00			
Medical Inspection of Schools	3,000.00	2,522.40	2,800.00	8
Dog Clinic	150.00	130.50	150.00	9
Collection of Garbage	24,960.00			
From "Reserve"	600.00	25,560.00	25,860.00	10
Inspection of Animals				
Salary — Inspector	150.00	150.00	150.00	11
Expense	50.00	50.00	50.00	12

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Public Health Nurses				
Salaries:				
Senior Public Health (1)	5,978.40	5,978.40	6,266.59	13
Public Health #2 (3)	15,138.25	13,885.85	16,908.18	14
Nursing Assistants	4,915.43	4,915.43	5,587.00	15
Transportation—Agent and Nurses	1,200.00	1,197.31	1,350.00	16
School Dental Clinic	3,230.00			
From "Reserve"	52.76	3,282.76	3,230.00	17
Mental Health Clinic	1,843.00			
From "Reserve"	245.80	2,088.80	2,208.50	18
Mosquito Control	8,130.00	8,130.00	7,500.00	19

HIGHWAY

HIGHWAY DEPARTMENT				
Salaries:				
Superintendent	$6,150.87		$8,526.00	1
Assistant Superintendent	7,455.87	5,953.85	7,613.00	2
Heavy Equipment Operator	5,742.88	5,669.74	5,765.76	3
Clerk	300.00	275.00		
Maintenance	55,000.00	54,884.41	60,000.00	4
Engineering Miscellaneous	2,500.00	1,984.46	2,500.00	5
Roadside Clean-up	2,000.00	1,999.81	2,000.00	6
Dudley Road — Resurfacing				
From "1962"	4,500.00			
Reconstruction — Existing Town Roads				
Moore Road				
From "1962"	1,184.15			
Pelham Island Road				
From "1962"	14,895.00			
School Street	16,000.00	13,149.33		
Loker Street — Chap. 178				
From "1962"	4,883.94	4,883.94		
Stonebridge Road			3,000.00	6a
Sudbury Road — 4 Arch Bridge				
From "1962"	650.00			

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Garage — Repairs and Maintenance	2,500.00	2,499.98	3,000.00	7
Garage Addition				
Plans	1,500.00			
Construction, etc. From "Special Meeting"	36,000.00			
Snow Removal				
Appropriation	30,000.00			
From "Overdraft 1962"	4,500.00			
From "Taxation 1963"	4,500.00			
From "Special Town Meeting"	10,000.00			
From "Reserve"	7,011.24	47,011.24	30,000.00	8
Care of Dump				
Appropriation	4,200.00			
From "Special Town Meeting"	2,000.00			
From "Reserve"	639.67	6,839.67	5,600.00	9
Drainage				
Miscellaneous	500.00			
From "Reserve"	500.00	901.43	500.00	10
Training Field Rd. and Moore Rd. From "1962"	363.71	361.91		
Goodman Lane From "1962"	279.12	279.12		
Woodridge Road From "1962"	6.36	6.36		
Harrison St. and Pemberton Rd. From "1962"	144.25	129.22		
Parkland Drive				
Appropriation	3,000.00			
From "1962"	331.21	3,331.21		
Loker St. — off School St. From "1962"	4,691.04	840.68		
Pinebrook Road Appropriation	1,800.00	1,112.69		
Plain Road			250.00	11
Concord Road @ Glezen			250.00	12
King Street			2,900.00	13
Road Machinery Account	4,000.00	3,957.09	4,000.00	14
Toll Road Drainage	8,000.00			

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
New Equipment				
Trucks—4½-Ton Dump (2)	17,500.00	17,401.70		
Trucks—½-Ton Pick Up	2,000.00	2,000.00		
—Sup't. vehicle			2,000.00	15
Snow Blade (2)	2,000.00	1,884.16		
Snow Blower			6,000.00	16
Miscellaneous	500.00	364.00	500.00	17
Heavy Equipment — Special Account				
Appropriation	15,000.00			
From "1962"	13,000.00	22,000.00	13,000.00	18
Front End Loader From "Heavy Equipment Special Account"	22,000.00	21,763.36		
Chapter 90—Maintenance '62	1,500.00			
From "State and County" ..	3,000.00	4,499.85	1,500.00	19
Town Additional			5,000.00	20
Chapter 90—Construction '62				
From "1962"	12,654.93	12,654.93		
— Construction 1963	6,700.00		Art. 10	
From "State and County" ..	20,100.00	23,200.88		
Station Parking Lots	300.00			
From "1962"	270.00	60.00	300.00	21
Betterments				
Maguire Road From "1962"	2,320.90	12.50		
Charles Street From "1962"	1,244.13			
Grace Road From "1962"	2,212.90			
Gage Road From "1962"	1,035.93			
Pleasant Street Ext. From "1962"	316.13	15.00		
Bent Ave., Etc.				
From "1962"	5,000.00	5,000.00		
Appropriation	1,000.00			
From "Special Meeting" ..	15,000.00			
Sunset Road From "1962"	1,569.99	461.13		
Rolling Lane	9,700.00	8,125.50		
Trinity Place	7,000.00			

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Land Taking				
Cochituate Rd.—relocation ..	3,000.00	2,394.50		
Stonebridge Rd.—relocation	1,000.00			
Stonebridge Rd.—taking	50.00			
Loker St.—taking				
Appropriation	1,000.00			
From "Special Meeting"	50.00			
Squirrel Hill	30.00			
Drainage Easements				
Old Conn. Path—Art. 31	10.00			
Old Conn. Path—Art. 32	10.00			
Concord Rd.—Polito				
From "Special Meeting" ..	50.00			
Pinebrook Rd.—Woollard				
From "Special Meeting" ..	50.00			
Old Conn. Path—Pratt				
From "Special Meeting" ..	50.00			
Old Conn. Path—M.D.C.				
From "Special Meeting" ..	50.00			
Old Conn. Path—Y.M.C.A.				
From "Special Meeting" ..	50.00			
Sidewalk Construction	5,000.00			
From "1962"	2,438.43	1,794.37	5,000.00	22
Street Lighting	13,000.00			
From "Reserve"	1,080.00	14,075.03	16,000.00	23

WELFARE

Welfare Board

Salaries:				
Chairman	$100.00	$100.00	$100.00	1
2nd Member	100.00	100.00	100.00	2
3rd Member	100.00	100.00	100.00	3
Agent	6,120.00	6,120.00	7,000.00	4
Clerk	3,420.00	3,420.00	3,680.00	5

General Relief

Appropriation	8,000.00	4,589.48	7,000.00	6

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Aid to Dependent Children				
Appropriation	10,000.00	9,997.00	10,000.00	7
Federal Grants				
Bal. 1/1/63	13,244.20			
Income in '63	8,578.12	6,871.15		
Federal Grants — Adm.				
Bal. 1/1/63	937.30			
Income in '63	3,530.06			
Disability Assistance				
Appropriation	5,000.00	4,999.97	8,000.00	8
Federal Grants				
Bal. 1/1/63	3,208.18			
Income in '63	1,349.00	3,061.68		
Federal Grants — Adm.				
Bal. 1/1/63	482.32			
Income in '63	430.73			
Old Age Assistance				
Appropriation	5,000.00	4,998.00	5,000.00	9
Federal Grants				
Bal. 1/1/63	28,150.25			
Income in '63	17,013.41	21,263.90		
Federal Grants — Adm.				
Bal. 1/1/63	3,288.27			
Income in '63	1,575.99	1,481.77		
Medical Assistance for Aged				
Appropriation	20,000.00	19,999.74	20,000.00	10
Federal Grants				
Bal. 1/1/63	17,390.66			
Income in '63	19,402.84	18,073.46		
Federal Grants — Adm.				
Bal. 1/1/63	1,784.47			
Income in '63	1,843.85			
Veterans' Benefits				
Appropriation	12,000.00	7,710.09	12,000.00	11

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Agent				
Salary	500.00	500.00	500.00	12
Expense	350.00			
From "Reserve"	30.00	367.25	350.00	13

SCHOOLS

ADMINISTRATION				
Salaries	$45,212.00	$44,601.79	$48,830.00	1
Operating Expenses	7,940.00	7,938.47	8,700.00	2
INSTRUCTION				
Salaries	1,240,852.00	1,227,804.05	1,396,135.00	3
Text Books	25,050.00	22,891.88	23,011.00	4
Libraries and Audio Visual	18,900.00	18,812.45	22,859.00	5
Teaching Supplies	36,000.00	35,952.76	39,881.00	6
Other Expenses	19,225.00	19,225.00	21,267.00	7
ATTENDANCE	600.00	600.00	600.00	8
PUPIL TRANSPORTATION	73,620.00	73,620.00	79,724.00	9
OPERATION OF PLANT				
Salaries	87,741.00	87,741.00	97,441.00	10
Heat for Buildings	22,100.00	22,055.56	22,300.00	11
Utilities (except heat)	41,900.00	41,878.81	43,650.00	12
Supplies	11,000.00	10,995.55	11,700.00	13
MAINTENANCE OF PLANT AND NEW EQUIPMENT	54,470.00	54,464.74	59,514.00	14
ATHLETICS	8,980.00	8,980.00	11,000.00	15
COMMUNITY SERVICES				
Recreation and Civic	13,250.00	13,250.00	14,770.00	16
Adult Education	500.00	168.00	500.00	17
TUITION (other schools)	9,500.00	9,485.58	11,800.00	18

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
SPECIAL CLASS	1,740.00	1,372.09	1,200.00	19
OUT OF STATE TRAVEL	1,200.00	1,176.98	2,000.00	20
CONSTRUCTION AND SITES				
High School				
From "1962"	7,974.14	7,974.14		
Claypit Hill School				
From "1962"	37,553.47	36,553.47		
Loker School				
From "1962"	176,047.01			
From Loan 1963	50,000.00	203,124.90		
Happy Hollow School				
From "Special Meeting"	25,000.00			
SCHOOL LUNCH ACCOUNT				
Bal. 1/1/63	6,198.16			
Income in 1963	117,567.01	120,957.24		
SCHOOL — ATHLETIC ACCOUNT				
Bal. 1/1/63	1,526.79			
Income in 1963	9,485.00	10,834.14		
FORD FOUNDATION				
Bal. 1/1/63	16,369.43			
Income in 1963	20,000.00	25,033.31		
PUBLIC LAW #874				
Bal. 1/1/63	4,419.32			
Income in 1963	27,720.48	14,595.91		
PUBLIC LAW #864				
Bal. 1/1/63	152.88			
Income in 1963	12,104.99	3,868.76		
ADULT EDUCATION ACCOUNT				
Bal. 1/1/63	672.00	227.40		
INSURANCE REIMBURSEMENT				
Bal. 1/1/63	25.00			
GRANTS — 37A				
Bal. 1/1/63	938.42			
Income in 1963	180.00	520.17		

EVENING PRACTICAL ARTS				
Bal. 1/1/63	884.83			
Income in 1963	3,979.85	4,605.94		
SCHOOL BURGLARY				
Bal. 1/1/63	205.00			
SCHOOL FIRE INSURANCE	733.85	637.89		
SCHOOL — WINDSTORM	225.00			
SCHOOL DATA PROCESSING	10,000.00	7,124.94		

LIBRARIES

LIBRARIES				
Salaries:				
Librarian	$6,673.27	$6,673.27	$6,902.00	1
Librarian — Children's	5,027.51	4,807.68		
Librarian — Professional			5,157.55	2
Assistant Librarian—Assistants and Substitutes	10,000.00	9,729.34	13,000.00	3
Appropriation	3,700.00			
From "Dogs"	2,247.33	5,872.08	4,000.00	4
Refurbishing and Furniture	4,500.00			
Heating System			1,500.00	5
Misc. Equipment and Survey			2,000.00	6
Book Purchase Account	6,000.00	5,999.65	7,000.00	7
Library Funds — Income				
Bal. 1/1/63	990.52			
Income 1963	1,530.70	1,279.75		

RECREATION

PARK DEPARTMENT				
Salaries:				
Superintendent	$5,591.47	$5,591.47	$5,786.00	1
Labor	14,000.00	11,172.79	15,000.00	2
Rent, Misc., Repairs, Light, Tel.	3,600.00			
From "Reserve"	10.64	3,610.62	3,600.00	3

	1963 Appropriated	Expended Expended	1964 Recommended	Item No.
Expense				
Fertilizer, Lime, etc.	3,500.00	3,400.45	3,500.00	4
Schools — Maintenance	3,800.00	3,671.66	4,600.00	5
Claypit lot — Clean up			500.00	6
Town Building — Wayland Contract Maintenance	3,000.00	2,999.43	3,300.00	7
Town Building — Cochituate Contract Maintenance	1,500.00	1,310.48	300.00	8
Equipment				
Miscellaneous	400.00		1,800.00	9
Gang Mower	1,060.00			
Lake Cochituate Beach				
Beach Labor	600.00	600.00	600.00	10
Life Guards (5)	6,000.00	5,421.27	6,800.00	11
Matrons (2)	1,200.00	1,152.58	1,200.00	12
Beach Police (2)	1,200.00	1,200.00	1,200.00	13
Notices and Registration	800.00	756.13	800.00	14
Miscellaneous Expense	1,600.00	1,599.49	1,700.00	15
New Boat	300.00			
Beach Expansion	1,000.00			
From "1962"	2,350.00	704.06	3,000.00	16
Beach Retaining Wall From "1962"	2,623.81	2,445.37		
Erosion Repair			500.00	17
Mill Pond — Lighting and Snow Removal	250.00	225.10	300.00	18
Playground Development				
North Wayland	300.00			
Cochituate Jr. High Site	300.00			
Little League				
Expense	1,500.00			
From Reserve	133.43	1,633.43	1,500.00	19
Lighting	300.00			
From Reserve	70.17	370.17	400.00	
Hockey			300.00	20

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
UNCLASSIFIED				
Reserve Fund	$20,000.00	$19,150.28	$20,000.00	1
Town Reports	2,700.00	2,664.90	2,750.00	2
Memorial Day	800.00	595.93	600.00	3
Legion Post Quarters	600.00	600.00	600.00	4
Veterans of Foreign Wars Quarters	600.00	600.00	600.00	5
Notice of Meetings	850.00			
From "Reserve"	317.00	1,167.00	850.00	6
Surety Bonds	800.00	487.96	600.00	7
Town Clocks	250.00			
From "Reserve"	5.00	255.00	260.00	8
Insurance — General	31,400.00	30,128.74	33,000.00	9
Insurance — 32B	20,000.00			
From "Reserve"	1,200.00	21,104.87	23,000.00	10
Preliminary Town Betterments	1,500.00			
From "1962"	950.00			
From "Reserve"	1,700.00	4,150.00	1,500.00	11
Purchase Land for Dump				
From "1962"	200.00			
Purchase Neelon Property — Route 20	3,000.00			
Land Taking — Lupien				
From "Special Meeting"	50.00			
Purchase B. & M. Property Wayland Square				
From "1962"	2,500.00			
Committee on Underground Wires				
From "1962"	1,900.00			

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
ENGINEERING SURVEY — GRANNY				
From "1962"	800.00	200.00		

PUBLIC SERVICE ENTERPRISES

WATER DEPARTMENT				
Salaries:				
Commissioners:				
Chairman	$75.00	$75.00	$75.00	1
Clerk	75.00	75.00	75.00	2
3rd Member	75.00	75.00	75.00	3
Superintendent	7,715.05	7,715.05	Art. 8	
Working Foreman			Art. 8	
Maintenance Man	5,727.90	5,727.90	Art. 8	
3rd Man	5,259.10	5,259.10		
Labor	18,000.00	15,186.94	Art. 8	
Town Office (2)			Art. 8	
Maintenance	40,000.00	37,340.43	Art. 8	
Equipment				
Truck	900.00	899.95	Art. 8	
Hydrant Rental	10,000.00	10,000.00	10,000.00	4
Betterments				
Sunset Road				
From "1963"	50.00	50.00		
Bent Ave. etc.	19,000.00	11,590.53		
Water Main Extensions —				
Existing Town Roads:				
Refund Account	5,000.00			
From "1963"	14,231.57			
Deposit Account	5,000.00			
From "1963"	13,186.09		Art. 8	
Old Conn. Path				
From "1963"	20,347.05	14,693.40		
Rice Rd. to Standpipe				
From "1963"	20,000.00			
Draper Road				
From "1963"	3,571.04	516.17		

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
White Road	3,000.00	1,943.70		
Sherman Bridge Rd. and Well Site			Art. 8	
Garage and Storage Building	5,000.00			
From "1963"	41,436.04	23,261.61		
Land for Well Field	18,000.00	17,775.00		
Well Site Preparation			Art. 8	
Easements for Water Line				
Concord Road From "1963"	30.00	15.00		
Old Conn. Path From "1963"	10.00			

CEMETERY, TREE AND MOTH DEPARTMENT

Cemetery, Tree and Moth Department				
Salaries:				
Superintendent (Cemetery)	$5,600.50	$5,600.50		
Superintendent (Combined)			$6,598.00	1
Clerk	150.00	150.00		
Labor—Permanent Men (3)	13,865.28	13,865.28	14,400.00	2
Labor—Temporary Men	400.00	400.00	400.00	3
Equipment				
New Truck			2,200.00	4
Plow			500.00	5
Cemetery				
Maintenance				
Appropriation	2,000.00	1,926.95	2,300.00	6
Service	400.00	228.00	400.00	7
North Cemetery				
Existing Lot Maintenance	400.00	334.20	400.00	8
New Lot Development	200.00	70.00	200.00	9
South Cemetery				
Existing Lot Maintenance	100.00		100.00	10
Lakeview Cemetery				
Existing Lot Maintenance	400.00	400.00	400.00	11
Water Pipe From "1963"	300.00			
New Lot Development	1,000.00	987.07	3,000.00	12

	1963 Appropriated	1963 Expended	1964 Recommended	Item No.
Purchase Bryant Land	10,500.00	10,500.00		
Resetting Monuments	500.00	350.00	500.00	13
Perpetual Care Funds — Income				
Balance 1/1/63	1,842.16			
Income in 1963	1,902.70	439.11		
Parmenter Funds — Income				
Balance 1/1/63	847.95			
Income in 1963	163.25	4.00		
Tree				
Salary				
Tree Warden	$200.00	$200.00		
Tree Trimming at Private Contract	3,500.00			
From "Special Meeting"	2,400.00	5,878.75	5,000.00	14
Planting Trees	500.00	500.00	500.00	15
Moth				
Salary				
Superintendent	400.00	400.00		
Public Work — Expense	3,000.00	2,941.58	3,000.00	16
Dutch Elm Disease	5,000.00	4,923.92	6,000.00	17

MATURING DEBT AND INTEREST

INTEREST				
Miscellaneous	$21.25	$21.25	$21.25	1
Anticipation of Revenue	2,000.00	1,501.67		
Schools —				
$400,000 – 1948 – 2¼ – 20 yr.	2,700.00	2,700.00	2,250.00	2
150,000 – 1948 – 2¼ – 20 yr.	540.00	540.00	337.50	3
140,000– 1949 – 1¾ – 20 yr.	568.75	568.75	481.25	4
210,000 – 1952 – 1.6 – 20 yr.	1,520.00	1,520.00	1,360.00	5
600,000 – 1954 – 2.2 – 10 yr.	7,590.00	7,590.00	6,930.00	6
150,000 – 1956 – 2½ – 15 yr.	2,125.00	2,125.00	1,875.00	7
600,000 – 1956 – 2½ – 20 yr.	10,125.00	10,125.00	9,375.00	8
62,000 – 1956 – 3.4 – 20 yr.	1,428.00	1,428.00	1,326.00	9
638,000 – 1956 – 3.4 – 20 yr.	15,232.00	15,232.00	14,144.00	10
1,175,000 – 1959 – 3.5 – 20 yr.	33,775.00	33,775.00	31,675.00	11
1,100,000 – 1960 – 3.6 – 20 yr.	34,650.00	34,650.00	32,670.00	12

	1963 Appro-priated	*1963 Expended*	*Recom-mended*	*Item No.*
Water —				
37,000 – 1948 – 2.0 – 15 yr.	20.00	20.00		
90,000 – 1948 – 2¼ – 15 yr.	135.00	135.00		
20,000 – 1953 – 2.0 – 10 yr.	20.00	20.00		
15,000 – 1955 – 1.9 – 10 yr.	71.25	71.25	Art. 8	
150,000 – 1958 – 3.3 – 15 yr.	3,630.00	3,630.00	Art. 8	
Fire				
60,000 – 1952 – 2.2 – 20 yr.	400.00	400.00	360.00	13
MATURING DEBT				
Schools —				
400,000 – 1948 – 2¼ – 20 yr.	20,000.00	20,000.00	20,000.00	14
150,000 – 1948 – 2¼ – 20 yr.	9,000.00	9,000.00	5,000.00	15
140,000 – 1949 – 1¾ –20 yr.	5,000.00	5,000.00	5,000.00	16
210,000 – 1952 – 1.6 – 20 yr.	10,000.00	10,000.00	10,000.00	17
600,000 – 1954 – 2.2 – 10 yr.	30,000.00	30,000.00	30,000.00	18
150,000 – 1956 – 2½ – 15 yr.	10,000.00	10,000.00	10,000.00	19
600,000 – 1956 – 2½ – 20 yr.	30,000.00	30,000.00	30,000.00	20
62,000 – 1956 – 3.4 – 20 yr.	3,000.00	3,000.00	3,000.00	21
638,000 – 1956 – 3.4 – 20 yr.	32,000.00	32,000.00	32,000.00	22
1,175,000 – 1959 – 3.5 – 20 yr.	60,000.00	60,000.00	60,000.00	23
1,100,000 – 1960 – 3.6 – 20 yr.	55,000.00	55,000.00	55,000.00	24
. 50,000 – 1964	50,000.00			
Water				
37,000 – 1948 – 2.0 – 15 yr.	2,000.00	2,000.00		
90,000 – 1948 – 2¼ – 15 yr.	6,000.00	6,000.00		
20,000 – 1953 – 2.0 –10 yr.	2,000.00	2,000.00		
15,000 – 1955 – 1.9 – 10 yr.	1,500.00	1,500.00	Art. 8	
150,000 – 1958 – 3.3 – 15 yr.	10,000.00	10,000.00	Art. 8	
Fire				
60,000 – 1952 – 2.2 – 20 yr.	2,000.00	2,000.00	2,000.00	25

WAGE AND SALARY CLASSIFICATION PLAN

PRESENT SCHEDULE OF SALARIES AND WAGE RATES FOR CLASSIFIED POSITIONS

POSITION	*Min.*	*1 Year After*	*2 Years After*	*3 Years After*	*4 Years After*	*5 Years After*
Administrative and Clerical — All Departments						
Executive Secretary	$9,372.64	$9,908.44	$10,444.02	$10,979.60	$11,511.85	$12,050.68
Accountant — Office Manager	5,337.32	5,493.52	5,649.75	5,805.96	5,962.18	6,118.39
Principal Clerk	4,035.55	4,165.71	4,295.89	4,426.08	4,556.26	4,686.43
Senior Clerk	3,514.82	3,645.01	3,775.18	3,905.35	4,035.55	4,165.71
Senior Clerk — Part-time $1.97 per hour						
Secretary (Office of the Executive Secretary) $2.29 per hour						
Machine Room and Supply Clerk	3,308.55	3,412.71	3,516.84	3,620.98	3,725.12	3,829.28
Receptionist and Switchboard Operator	3,308.55	3,412.71	3,516.84	3,620.98	3,725.12	3,829.28
Junior Clerk	2,994.11	3,098.25	3,202.40	3,306.55	3,410.67	3,514.82
Junior Clerk — Part-time $1.71 per hour						
Public Health and Welfare						
Reg. Prof. Nurse	4,409.60	4,545.87	4,682.14	4,818.39	4,954.67	5,090.94
Public Health Nurse #1	4,770.00	4,906.07	5,042.13	5,178.19	5,314.25	5,450.30
Public Health Nurse #2	5,427.20	5,527.66	5,628.11	5,728.55	5,829.00	5,929.44
Senior Public Health Nurse	5,830.00	5,978.40	6,126.80	6,275.20	6,423.60	6,572.00

Board of Health —
Insp. Agent $2.35 per hour (Part-time not in excess of 65 hours monthly).

Public Safety						
Police Chief	7,008.53	7,187.47	7,336.41	7,402.00	7,545.36	7,903.23
Police Sergeant	5,411.56	5,575.20	5,738.86	5,902.50	6,066.16	6,229.81
Patrolmen	4,686.43	4,842.64	4,998.85	5,155.07	5,311.28	5,467.48
Fire Chief	7,008.53	7,187.47	7,366.41	7,402.00	7,545.36	7,903.23
Fire Captain	5,411.56	5,575.20	5,738.86	5,902.50	6,066.16	6,229.81
Firemen (52 hrs. wk.)	4,686.43	4,842.64	4,998.85	5,155.07	5,311.28	5,467.48
Firemen — Electricians	5,063.76	5,220.73	5,376.18	5,532.40	5,688.61	5,844.81
Fireman — Mechanic	5,063.76	5,220.73	5,376.18	5,532.40	5,688.61	5,844.81
Call Men — Police $2.22 per hour						
Call Men — Fire $2.22 per hour						
Insp. — Bldg., Wire (44 hrs. a week)	5,455.35	5,611.95	5,768.57	5,951.29	6,107.89	6,264.51
Policewomen (3½ hrs. traffic duty) $117.17 per month						
Library						
Librarian	5,855.00	6,018.65	6,182.32	6,345.96	6,509.62	6,673.28
Children's Librarian — Professional	5,027.51	5,163.90	5,300.27	5,436.65	5,573.04	5,709.40
Asst. Librarian — Professional	5,027.51	5,163.90	5,300.27	5,436.65	5,573.04	5,709.40
Asst. Librarian — Non-Professional	3,645.01	3,775.18	3,905.35	4,035.54	4,165.72	4,295.89
Library Assistants Part-time $1.72 - $2.35 per hour						
Library Pages Part-time $.93 per hour						
Public Works						
Highway Supt.	7,306.78	7,485.71	7,664.65	7,843.58	8,022.52	8,201.47
Asst. Highway Supt.	6,642.52	6,805.19	6,967.86	7,130.52	7,293.20	7,455.88

POSITION	Min.	1 Year After	2 Years After	3 Years After	4 Years After	5 Years After
Water Supt.	6,873.43	7,041.75	7,210.07	7,378.40	7,546.74	7,715.06
Park Supt.	4,773.22	4,936.85	5,100.51	5,264.18	5,427.82	5,591.47
Cemetery and Moth Control	5,182.33	5,345.99	5,509.64	5,673.28	5,836.63	6,000.59
Water Dept. — Maint. Man	4,946.77	5,102.98	5,259.21	5,415.41	5,571.63	5,727.84
Town Engineer	7,300.00	7,480.00	7,660.00	7,840.00	8,020.00	8,200.00

Heavy Equip. Operator and Laborer (includes only such equipment as heavy roller, grader, large bull-dozer and back-hoe)	$2.23 per hour
Equipment Operator and Laborer (includes all truck drivers, most regular Water Dept. employees, and other operators of automotive equipment exercising skill and responsibility)	$2.10 per hour
Laborer — Regular (also includes operators of such very light equipment as hand or power lawn mowers, side-walk sweepers, etc.)	$1.98 per hour
Laborer — Probationary (first 30 days)	$1.78 per hour
Laborer — Casual or part-time	$1.78 per hour
Highway, Heavy Equip. Operator, Foreman	$2.52 per hour

WAGE AND SALARY CLASSIFICATION PLAN

PROPOSED BASIC SCHEDULE OF SALARIES AND WAGE RATES FOR CLASSIFIED POSITIONS

POSITION	*Min.*	*1 Year After*	*2 Years After*	*3 Years After*	*4 Years After*	*5 Years After*
Administrative and Clerical — All Departments						
Executive Secretary	$9,400	$9,940	$10,480	$11,020	$11,560	$12,100
Accountant — Office Manager	5,400	5,560	5,720	5,880	6,040	6,200
Principal Clerk	4,050	4,180	4,310	4,440	4,570	4,700
Senior Clerk	3,550	3,680	3,810	3,940	4,070	4,200
Machine Room Clerk	3,350	3,460	3,570	3,680	3,790	3,900
Switchboard Operator	3,350	3,460	3,570	3,680	3,790	3,900
Junior Clerk	3,050	3,160	3,270	3,380	3,490	3,600
Public Health						
Reg. Prof. Nurse	4,410	4,540	4,680	4,820	4,960	5,100
Public Health Nurse #1	4,770	4,900	5,040	5,180	5,320	5,460
Public Health Nurse #2	5,430	5,530	5,630	5,730	5,830	5,930
Senior Public Health Nurse	5,830	5,980	6,130	6,280	6,430	6,580
Board of Health — Insp. Agent	$2.35 per hour (Part-time, not in excess of 85 hours monthly)					
Public Safety						
Police Chief	7,200	7,380	7,560	7,740	7,920	8,100
Police Sergeant	5,700	5,860	6,020	6,180	6,340	6,500

POSITION	Min.	1 Year After	2 Years After	3 Years After	4 Years After	5 Years After
Patrolman	4,950	5,100	5,250	5,400	5,550	5,700
Fire Chief	7,200	7,380	7,560	7,740	7,920	8,100
Fire Captain	5,700	5,860	6,020	6,180	6,340	6,500
Fireman	4,950	5,100	5,250	5,400	5,500	5,700
Fireman — Electrician	5,350	5,500	5,650	5,800	5,950	6,100
Fireman — Mechanic	5,350	5,500	5,650	5,800	5,950	6,100
Insp. — Bldg. and Wire	5,800	5,960	6,120	6,280	6,440	6,600
Call Man — Police	$2.22 per hour					
Call Man — Fire	$2.22 per hour					
Policewoman	$117.17 per month (3½ hours traffic duty)					
Library						
Librarian	6,000	6,160	6,320	6,480	6,640	6,800
Prof. Librarian	5,050	5,200	5,350	5,500	5,650	5,800
Library Assistant	3,650	3,780	3,910	4,040	4,170	4,300
Library Assistant (Part Time)	$1.72 - $2.35 per hour					
Library Page (Part Time)	95 cents per hour					
Public Works						
Highway Superintendent	7,500	7,680	7,860	8,040	8,220	8,400
Asst. Highway Superintendent	6,650	6,820	6,990	7,160	7,330	7,500

Water Superintendent	7,050	7,220	7,390	7,560	7,730	7,900
Cemetery Superintendent	5,700	5,860	6,020	6,180	6,340	6,500
Park Superintendent	4,950	5,100	5,250	5,400	5,550	5,700
Working Foreman (Water)	5,250	5,400	5,550	5,700	5,850	6,000
Water Maintenance Man	5,050	5,200	5,350	5,500	5,650	5,800
Town Engineer or Surveyor	7,500	7,680	7,860	8,040	8,220	8,400
Heavy Equip. Operator and Working Foreman (Highway)	2.32	2.42	2.52			
Heavy Equip. Operator	2.15	2.25	2.35			
Equip. Operator	2.00	2.10	2.20			
Meter Reader and Repairman	2.00	2.10	2.20			
Laborer	1.85	1.95	2.05			
Laborer — Probationary	1.85					
Laborer — Casual or Part Time	1.85					